



**TO:** Chancellor Phil DiStefano, Executive Vice Chancellor Kelly Fox, Provost Russell Moore  
**FROM:** Boulder Campus Staff Council  
**SUBJECT:** *The Right to Fair Compensation and Comprehensive Benefits*

The elected leaders of Boulder Campus Staff Council are united in their support for fair compensation and comprehensive benefits for all CU employees, from student workers and graduate students, to university and classified staff, to adjunct-faculty, and tenured professors. We applaud the Committee on Rights and Compensation for their courage in addressing issues that impact graduate students from student fees and equitable pay to systematic, campus-wide issues that impact all workers at CU Boulder from affordable housing, to the cost of childcare, and the difficulty that many in our campus community have in being able to afford the high cost to live and work in Boulder.

With the average rent near CU Boulder [topping over \\$1,800 per month](#), employees are finding it difficult to afford to live and work within the city limits, while often being forced to spend more than 100% of their monthly income in order to survive. Many employees have extended their commutes and moved farther away in order to make ends meet, but that has not worked for employees whose salaries have not kept up with the increased cost of living.

The health of the campus requires that these issues are robustly discussed with the ability for our entire campus to address concerns and submit proposals. Meaningful involvement in the decision-making process is essential, and the issues being raised by the Committee are not only valid, but also impact staff who have routinely pushed for solutions to these same concerns. Respecting students, staff, and faculty as legitimate stakeholders and working together to emphatically address these issues will have a positive impact across the campus and cement our status as a leader in higher education.

Going forward, we firmly believe it is necessary to meaningfully engage all stakeholders and take decisive, consequential, and immediate action to systematically address these issues and ensure that all CU employees are able to afford these basic necessities. We strongly urge using our monthly Shared Governance meeting to discuss and consider how best to implement proposals from our four governing groups to provide relief to CU employees who are struggling to make ends meet. We believe this is in line with Chancellor DiStefano's shared governance policy outlined in 2014, and that it is the most efficient and responsible way to ensure these issues are addressed.

Sincerely,

Deborah Prestianni, Co-Chair

Heather Martin, Co-Chair

John Kelly, Co-Chair

*Endorsed on December 11, 2019, Boulder Campus Staff Council*